

**Pay for Performance
Harrison Elementary School
2013-2014**

To qualify for Pay for Performance funds, an employee must contribute to the effectiveness, success, and cohesiveness of the district as a whole, through a combination of efforts that include:

Name _____ Week of _____

Contributing to Student Successes:		
<input type="checkbox"/>	Providing academic support outside of class time	
<input type="checkbox"/>	Volunteering at student functions... chaperoning, ticket taking, decorating, supervising, etc.	
<input type="checkbox"/>	Maintaining positive environment... classrooms, halls, lockers, cafeteria, office areas, gym, etc.	
<input type="checkbox"/>	Nurturing students in caring and safe environment	
<input type="checkbox"/>	Being involved in activities that encourage student "belonging" (assemblies)	
Contributing to District Successes:		
<input type="checkbox"/>	Collaborating with other staff to ensure mutual success	
<input type="checkbox"/>	Assisting other staff with duties	
<input type="checkbox"/>	Mentoring new staff, or assisting with new assignments and duties	
<input type="checkbox"/>	Contributing to positive environment and interactions	
<input type="checkbox"/>	Representing our district, our schools, our staff and our students with pride	
<input type="checkbox"/>	Maintain clean, organized, professional work areas and grounds	
<input type="checkbox"/>	Being prepared, prompt, and positive	
Contributing to Professional Successes:		
<input type="checkbox"/>	Continuing education and training to stay current in career field	
<input type="checkbox"/>	Working toward improved performance in job area	

Pay for Performance will be awarded to any employee who demonstrates success in each of the three domains. Employees must achieve two of the benchmarks in "Student Success" and "District Success" each week. The benchmarks will be turned in to the principal on a weekly basis by each employee.

Ongoing professional development will be recorded in the "Professional Successes" as the year progresses.

Kootenai Jr Sr High P4P

To qualify for Pay For Performance funds, an employee must contribute to the effectiveness, success, and cohesiveness of the district as a whole, through a combination of efforts that include:

Contributing to Student Success:

- Providing academic support outside of class time

- Volunteering at student functions ...chaperoning, ticket taking, decorating, supervising, etc.

- Maintaining positive environment...classrooms, halls, lockers, cafeteria, office areas, gym, etc.

- Nurturing students in a caring and safe environment

- Being involved in activities that encourage student “belonging” ...SA day, assemblies, etc.

Contributing to District Success:

- Collaborating with other staff to ensure mutual success

- Assisting other staff with duties

- Mentoring new staff, or assisting with new assignments and duties

- Contributing to positive environment and interactions

- Representing our district, our schools, our staff and our students with pride

- Maintaining clean, organized, professional work areas and grounds

Ensuring Professional Success

- Abiding by the Idaho Code of Standards

- Maintaining all credentials, including certificates, licenses, and other required endorsements

- Continuing education and training to stay current in career field

- Working toward improved performance in job area

- Being prepared, prompt and positive!

Pay for Performance will be awarded to any employee who demonstrates success in each of the three domains as evaluated by his or her administrator.